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The Chronicle

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

A Force for Positive 
CHANGE.



Chiefly Speaking: Holiday Greetings

The holidays are here, a beautiful season filled with love and giving. There is a certain magic to this time of year, when warmth and tenderness are inspired in so many. “The best and most beautiful things in the world cannot be seen or even touched. They must be felt with the heart.” – Helen Keller

As I reflect on 2012 and the blessings in my life, I am grateful for our wonderful employees. Working with you is a gift, a gift that extends far beyond the holidays. It has been a pleasure working with you this year and I am proud of all that we have accomplished. Your contributions have improved lives and made our community a safer place.

The holiday traditions of charity and celebration are alive and well at Adult Probation. It appears that the generally giving nature of our employees has been kicked into high gear. The annual Turkey Feast at Garfield was a well-attended and joyous event. Hats off to everyone who helped make this community event a success! In various offices, employees have been busy little elves, assembling and wrapping donated goods, gifts of practical assistance and holiday cheer for families in need. Spirits are being lifted. Not sure if it's better to give or receive – everyone involved seems pretty happy. Around the Department, employees are also taking time to share good food, friendly connections, and holiday merriment with their co-workers. We wouldn't want it any other way. Enjoy!

One of our enduring holiday themes is a wish for peace on earth. After the recent missile strikes, we hope that peace will last in the Middle East and that one day, there will be peace throughout the world. As we reflect on our freedom and national security, let's remember our veterans, service members, and their families, and their courageous service on our behalf.

Wishing you and your loved ones very happy holidays! ☺

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The Chronicle
Maricopa County
Adult Probation
Department
620 W. Jackson
Phoenix, AZ 85003

Phone (602) 506-3516
Fax (602) 506-5952



Detox Your Work Environment

By Lisa Roubicek

This article summarizes a workshop that I attended at the APPA Training Institute.

Have you ever worked with one of *those* people? You know, the ones who seem to radiate negativity? Some of these individuals are obvious about their disdain, while others make small comments or exhibit slight body language cues that can convey a profoundly negative message. A culture of negativity perpetuated by individuals in the workplace can act as a pathogen, gnawing away at the morale and productivity of any given group. We are all familiar with many of the signs and symptoms of toxic workers: complaining, whining, excessive absences, opposition to positivity, hopelessness, arguing, being a “know-it-all.” The examples of toxicity are endless and the challenge of combating a toxic workplace can seem so overwhelming, it is as if a place to begin cannot be found.

So where to begin? Theory dictates insecurity is the root cause of many toxic behaviors in the workplace and, as we know, that can only be dealt with by the individual feeling the deficit. Although you can’t possibly change each toxic individual you encounter in the workplace on any given day, chances are, at one time or another, each of us has exhibited one or more of these toxic traits. So, the starting point for transforming a toxic work environment is you.

Self-awareness and accountability are paramount for making your workplace more positive and productive. Take ownership of yourself, your attitude, and your behaviors. Decide how you will be a positive influence on your work environment and exhibit traits supportive of that. Be protective of that disposition, particularly when dealing with toxic people, and do not allow your commitment to positivity be influenced by others’ words or actions. Understand each encounter will not be inherently positive – particularly when dealing with someone entrenched in their own toxicity – but you have the ability to remain respectful, positive, and appropriate. These are your most powerful tools in dealing with toxic people and fostering a positive workplace.

Each individual needs to forge his or her own path to positivity. One person may start his day with a particular type of music, while another may decorate her office with inspiring quotes. Whatever path you find, remember, *you* have the power each and every day to reflect on how you are contributing – positively or negatively – and decide what type of work environment you want to help create. ☞

I’m in Charge, Now What?

By Melissa Froderman and Rebecca Britt

When promoting from line staff to supervisor, no matter the job, there are no instructions on how to make the transition effortless. In his training offered at the most recent American Probation and Parole Association training institute, William T. Ashe offered his take on the subject of being in charge. Mr. Ashe brought up the topic of leader versus manager, pointing out that many people prefer to follow a leader rather than be managed. He discussed eight styles of leadership; among these were: the autocratic leader, laissez-faire leader, charismatic leader, participative leader, situational leader, transactional leader, transformational leader and the servant leader. Several examples of each were given, including Bill Clinton as the charismatic leader and Jesus Christ as the servant leader. He also discussed how some of these leadership styles intertwine and he asked us to think about an interesting question: ‘If you could have anything you wanted in a leader, what would you wish for?’

Mr. Ashe drew upon his many years of experience for examples of situations supervisors often face. It was apparent from being in his presence for a short time that he possesses most of the qualities that some of the most successful leaders have. The audience was certainly inspired to become better leaders and left to think about this quote from Warren G. Bennis, “Leaders are people who do the right thing; managers are people who do things right.” ☞

Change Based Conversations – Five Minutes is All It Takes

By Julie George-Klein and Alison Cook-Davis

Presenter Melanie Lowenkamp opened her APPA workshop with the ten million dollar question: “How do we change behavior”? As professionals, we all seek the answer to this question. Ms. Lowenkamp provided an answer: effective intervention and core correctional practices have been shown to increase effectiveness of supervision. The presentation focused on two ways to help lead offenders toward positive change: cognitive model and effective use of reinforcement. Audio taped sessions with offenders supported the assertion that, in about three to five minutes, officers can hold a conversation that not only leads a person toward change, but provides insight into an individual that would otherwise be missed in a compliance-based conversation.

Approaching conversations using the cognitive model increases probationers’ awareness of high risk thoughts; assists them in seeing connections between thinking, behavior, and consequence; and initiates the process of restructuring anti-social thoughts. Sound interesting? Consider practicing these steps to promote change in a probationer’s thought process and behavior:

- Identify a problem behavior or situation you and the probationer wish to examine
- Explain how “thinking controls behavior”:
 - external events occur
 - we have perceptions/thoughts/feelings about the event
 - we behave or act on that event based on our internal thoughts, and a consequence occurs
- Ask the probationer to examine the behavior or situation using this format and lead the probationer to stay solution focused
- Contract with the probationer to use this model in a future situation

The key to using the cognitive model is to help probationers understand how replacing their anti-social thoughts with pro-social thoughts impacts their behavior and the consequences of that behavior.

Using effective reinforcement is another way in which we promote change. Positive reinforcement is anything that encourages behavior to continue and takes many forms including: social reinforcement (e.g., verbal praise and acknowledgement), reinforcing activities (e.g., time watching television, and talking with friends), and token reinforcement (e.g., certificates, gift cards, and prize drawings). Punishment may stop a behavior, but reinforcement provides essential strengthening and teaching of new behavior that leads to long-term change. Want to give effective reinforcement a try? Consider using this approach when talking with a probationer:

- Tell the probationer what he did that you liked and why it is important – be clear and specific
- Ask the probationer to share short-term/long-term benefits for continuing the positive behavior
- Ask the probationer to commit to using the skill or behavior again in the future

When using reinforcement, the key is to create buy-in for continued behavior. What have we learned about buy-in? Create a conversation where the probationer is sharing, in his or her own words, the benefits of the behavior.

When we think about using new tools, namely the cognitive model and effective reinforcement, many officers dismiss trying them because they will take too much time. Admittedly, these approaches may take more time as we learn the skills, but as the workshop title suggested, “Practice Makes Perfect.” In time, these approaches will become second nature and a three to five minute conversation will provide the support needed to create long-term change. ☞

NIC Academy Learning Shift: *Not Your Parents' Classroom Anymore!*

By Tricia O'Connor

This article summarizes a workshop presented by Bernie Iszler of the National Institute of Corrections that I attended at the APPA Training Institute in Indianapolis.

Public schools have not changed radically in the past 100 years. At the same time, our understanding of adult learners and how our brains work has advanced significantly. I used the Encyclopedia Britannica for research papers; in today's world, we have to look at the information online (that encyclopedia's final print edition was in 2010). We still use handouts and activities, but we also focus on PowerPoint presentations and computer-delivered instruction. Are we learning? Here are a few statements about learning - decide whether you believe they are accurate:

- The more the participants like the instructor, the better the learning outcomes.
 - There is a limited cause and effect here. A likeable trainer has only a small link with outcomes. However, it is important for the trainer to develop some kind of relationship with the learners in the room.
 - A give and take conversational approach helps keep people engaged in the learning process.
- Material covered is material learned.
 - We all see it, hear it, read it, and learn it in different ways...and we all forget much of what we learn within 48 hours if we don't use it. This explains the role plays and activities you see in many training events – applying what you learn makes it “stick”!
 - We can handle three to five new bits of information at a time, so keep it simple.
- Training delivered via lecture leads to minimal learning and should not be used.
 - Lecture has its place and can be successful. The audience has to be receptive and the speaker needs to capture the audience's attention.
 - Whether training is in person or online, our attention can be kept for about two to ten minutes, then we need a change in approach - maybe an activity.
- “This generation thinks and learns so much differently than my generation.”
 - Although younger generations have adapted to technology and grown up with it, research shows we learn in the same ways.
 - The differences within generations are as big as between generations. ☞

Are We About the Offender or About the Victim?

By Shari Andersen-Head

At the American Probation and Parole Association's 37th Annual Training Institute in Indianapolis, Indiana, I attended a valuable session entitled, “Are We About the Offender Or About the Victim? Can't We Be About Both?” Historically, probation and parole departments have primarily placed their emphasis on the offender. However, in the more recent past, it has been determined by the criminal justice community that there should also be a focus on the victims whose lives may have been changed physically, emotionally, and financially by their offender.

Many victims feel that their offender has all the rights and they have been placed on the “back burner” by those agencies that can help them the most. Victimization is not just a short-term issue and victim rights and concerns should be a part of the post sentence process in the criminal justice system. Presenters Cindy Brignon, Victims Right Advocate, and David Moore, Victim Services Coordinator for Brazoria County in Texas, both agree that the offender and the victim can both be served equally. Ms. Brignon made one statement regarding victim restitution that made perfect sense, “When the victim receives restitution in their case, they know the judicial system is working.” ☞

The Story Behind the PSI Report: A Young Woman's Fight to Make a Difference

By Dana Shepherd and Kenn Gorr

Voice cracking and lips quivering throughout her presentation, Cameray Boyden stood in front of a large audience of officers at the 2012 American Probation and Parole Association and gave us a glimpse of her world.

She told us that she lived through the untimely deaths of two of her closest friends, one as a direct result of drug activity and one because he happened to be in the wrong place at the wrong time. She indicated that most of her other friends were slipping through the cracks of society. Though she didn't say it, she indicated those that managed to stay alive were becoming members of a permanent under class that threatened to destroy their lives as well.

To be sure, Cameray was lucky; she made it out. The 23-year-old Indianapolis native is beginning her first year in graduate school at the University of Indiana at Bloomington. She is the first in her family to attend a college class let alone graduate from an institution of higher learning.

Despite her ability to escape a life that would lead to no where, the woman who challenged those in attendance to view people as more than numbers, remains connected to her community. With the support of a local church, Cameray created a Peace Garden to honor her fallen friends – those who never had a chance to make it out. With the Peace Garden as a backdrop, she went on to develop "Seeds in the Sidewalk," a program that matches youths on juvenile probation (she affectionately refers to them as her bigs) with younger neighborhood children (her littles). The bigs and littles complete community service projects together and engage in other social activities designed to point them all in the right direction. She said she has seen the lives of some of the youths in her program change. Though she also acknowledged that the program hasn't worked for everyone, she believes that she is making a difference one person at a time.

While she views the work she is doing as the reality behind the numbers, Cameray had a simple question for those of us who represent the system: Are you making a difference in people's lives, and how do you know? That can be an interesting question if you really stop and think about it. Sure, we all work with probationers in one way or another, but the question is, by getting up and coming to work every day, are you making a difference?

After one officer in attendance told Cameray that probation and parole officers everywhere face budget issues that create obstacles to the work they do, Cameray shot back. She said she faces the same issues and she is an un-paid staff of one, who decided to make a difference in any way she could. You could have heard a pin drop in the room after her return volley struck home.

Cameray, affectionately referred to as "Ray" by those that know her best, acknowledged the work we do may jade us a little bit, but she continues to believe anyone can make a difference if we choose to do so. She encouraged everyone to look at the impact we can make on the lives of those we supervise, even when the risk level is high and the numbers are telling us there doesn't appear to be much of a chance for change. Her unstated mantra was: Never give up.

"Every day in my neighborhood, people talk about you," Cameray said. She said she knew the name of the probation officer who worked her neighborhood, and she was taught by those around her to fear him. That, of course, begs the question, what are your probationers saying about you? Do they think you really care what happens to them? Are they more than just numbers to you?

While Cameray has a belief that numbers matter, whether that number is a case number or the number of people on a caseload, she challenged us to think of probationers as people. She encouraged those in attendance to, "Engage in real conversations" with those in your charge, and to be louder than the numbers; otherwise we might just continue to reinforce the belief that probation and parole officers are to be feared. And then what's the point? 

Corrections Today: Looking Back, Thinking Forward

By Sandra Tom and Jill Gondek

Presented by Lori Eville, Correctional Program Specialist, National Institute of Corrections and P. Elizabeth Taylor, Correctional Program Specialist, National Institute of Corrections

During this workshop, the presenters from NIC discussed the major historical events in community corrections, which led to the development of the standard practices we have in place today. In the early days of community corrections, the main focus was to penalize the offender and ensure they paid their debt to society, with very little, if any, focus on rehabilitation. After many years of these practices being in place with no measurable accountability for how offenders were treated, it led to the Attica Prison riot of 1971, which resulted in thirty-nine deaths, including those of ten correctional officers. The presenters sited this event as one of the major turning points in the history of corrections. They surmised the tragedy of this event led to a more rehabilitative-centered method of community supervision and laid the groundwork for the most recent shift toward evidenced-based practices. A main point to be taken away from this presentation was: in our field, if we lose sight of where we've been, we can not appreciate from where we've come or where we are capable of going. ☞

Exciting New Grant Projects at Adult Probation

By Cathy Wyse

Adult Probation has received two new grant awards from the U.S. Department of Justice Office of Justice Programs. Both grants support projects that advance collaboration and the implementation of evidence-based and best practices.

Justice and Mental Health Collaboration. A \$250,000 grant will support a two-year planning and implementation project with three inter-related goals:

1. Elevate the knowledge, skills, and abilities of criminal justice and behavioral health personnel in the effective supervision and treatment of female offenders with serious mental illness (SMI) and/or co-occurring disorders. Awareness raising workshops and information dissemination will reach 600 employees of justice and behavioral health agencies. Existing training programs and curricula of partnering organizations will be infused for sustainability.
2. Develop and implement a program of treatment and support services that targets justice-involved women with SMI and/or co-occurring disorders that is gender specific, criminogenic responsive, and trauma-informed. A reentry program will be implemented by Correctional Health Services, People of Color Network, Crossroads, and Adult Probation, targeting 20 females in the county jail, who are returning to the community on probation. The females will receive Forensic Assertive Community Treatment in the community and transitional housing, if needed.
3. Enhance the quality, impact, and reach of interagency collaboration among and between those agencies engaged in the arrest, confinement, adjudication, supervision, treatment, and support of women with psychiatric impairments in general and women with SMI and/or co-occurring disorders in particular. Various activities will enhance, strengthen, and sustain linkages and collaboration.

Norma Brasda is Adult Probation's project manager. ASU's Center for Applied Behavioral Health Policy will develop and deliver workshops, disseminate information, assist with strategic planning and strengthening of the interagency coalition, and evaluate the project.

Promoting Evidence Integration in Sex Offender Management: Implementation of the Sex Offender Treatment Intervention and Progress Scale (SOTIPS). A five-year grant in the amount of \$225,000 was awarded to participate in a replication study of SOTIPS.

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An evaluation project funded by the U.S. Department of Justice recently found that the combined use of SOTIPS, a dynamic risk scale for sex offenders, and another sex offender assessment tool, the Static-99R (which is currently used by MCAPD), improved risk prediction accuracy over either tool used alone. The U.S. Department of Justice decided to replicate the study in up to three additional sites.

MCAPD will implement SOTIPS as an enhancement to existing assessment tools used by the Department. SOTIPS will be administered collaboratively by treatment providers and probation officers and the results will be used to inform treatment and supervision plans. Treatment providers and probation officers will review and update case plans collaboratively following completion of the assessments. At least 300 probationers will be assessed three times at six-month intervals during the first two years of the grant. The Department will cooperate with data collection for a separately funded evaluation for an additional three years.

Beth Hoel is Adult Probation's grant manager for the project. ☞

“Shortchanging the Clients—They Need an Executive Function Payday!”

By Deneen Bertucci

Have you ever had a client that talks and talks, but says nothing of substance? Someone who can never find that important paperwork? A probationer who tells you that he “got it,” but then turns around and does something way off base? It could be that they are not trying to intentionally frustrate you, but may actually be experiencing a problem in their brain's ability to process information. The brain is responsible for our ability to plan, organize, prioritize, and set goals, among many other functions. If there are deficiencies in these areas, it can seriously impact a probationer's ability to successfully complete probation. Patrick McCracken, a Speech and Language Pathologist from Ohio, discussed the link between delinquency and language disorders impacted by the executive functioning of the brain. She noted that there is a very high incidence of language disorders related to executive function (EF) among those diagnosed as having ADHD, Learning Disability, Conduct Disorder, Oppositional Defiant Disorder, Bipolar, Aspergers, and Autism. As my officers in the Youthful Offender Unit can tell you, some of these diagnoses are common amongst our population.

EF deficits can be caused by developmental delays, traumatic brain injury (even in utero), hearing limitations, as well as simply a variation in an individual's capabilities. In addition to impacting one's ability to organize, plan, or prioritize, it can also impact someone's capacity to interpret facial expressions or multiple meanings of words, and can also be displayed as poor self-awareness and self-regulation. A 2012 report completed in Scotland on young offenders in their Juvenile Justice Department showed 91% of their offenders had below average communication skills as opposed to 10% in the general population. Of this group, 42% had severe communication difficulties. This thought-provoking APPA Summer Institute session provided a new perspective for understanding the possible reasons behind behaviors, and brought forth new ideas for intervention. ☞

Department Completes Victim Training

By Shari Andersen-Head

The annual survey of opted-in victims is conducted because of the commitment of the Maricopa County Adult Probation Department to customer satisfaction. Customer satisfaction is identified as one of five primary goals in the MCAPD's strategic plan. The results of the survey are used to help inform management and staff about the views of opted-in victims, to identify areas in need of improvement, and to help recognize the positive contributions of staff to helping victims.

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The results of the FY2011 annual opted-in victim survey helped the Mid-Managers Specific Committee identify the need for additional training in the area of victim sensitivity. The committee went to work in developing training criteria, a presentation, and a nine-month training calendar for FY2012. After over twenty (20) separate training opportunities, we are pleased to announce that over 980 individuals, (both officers and staff) attended victim training.

The training itself focused on a review of mandatory victim notification per policy and Victims' Rights as well as an opportunity to improve communication with victims. Many of the barriers that seem to impede good communication (e.g., not knowing what one can or should say, not having time, etc.) were discussed and resources were provided to answer questions, provide resources, and improve customer service to victims without necessarily spending more time. Participants were engaged, asked great questions, and each session was improved based on the information and feedback provided. We may not even see the impact right away, but based on the dedication of the APD officers and staff, the annual victim satisfaction survey results are likely to improve in FY2013 and beyond.

Thank you for your dedication in serving the victims of our community. ☞

Achieving Performance Excellence (APEX)

By **Therese Wagner**

The National Institute of Corrections (NIC) has selected MCAPD to be one of a handful of agencies chosen from across all sectors of corrections as an APEX training site. The APEX Initiative provides a corrections-specific business model that offers a systems approach with strategies and tools designed to help agencies build sustainable capacity toward higher performance, evidence-based practices, and data-driven decision-making.

As a training site, MCAPD will:

- Participate in a one-day orientation scheduled for January 28, 2013
- Participate in a three-day training session to be held in February 2013
- Receive virtual follow-up through telephone and web-based conferences

The Department will select its own change projects for the APEX training. Our anticipated projects are 1) empathy and understanding, and 2) increasing focus on the top risk factors: attitude, peers, and personality, which we are also calling our EPICS II project.

NIC has contracted with People in Charge, LLC, to manage the APEX Initiative training and provide the training staff. We welcome the opportunity to learn from Nancy Cebula, the project manager from People in Charge, and the other trainers/consultants for the APEX project. ☞

A Supervisor's Guide to Staff Movement

By **Alison Cook-Davis**

Each department within our organization is somehow impacted by staff movement (e.g., new, transfer, and leaving). The first day an employee starts work can be exciting and very hectic for both the employee and the supervisor. Another difficult area to navigate occurs when employees leave their position due to FMLA, retirement, resignation, or termination.

This tool allows you to find most resources required for incoming and outgoing staff. It provides contact information, policy information, and relevant forms to allow you to make sure that your employee either has the tools needed (incoming) or has everything wrapped up upon departure (outgoing).

If you are a supervisor, you are going to want to check out this new tool which is located on the APD Intranet: <http://courts.maricopa.gov/apd/suprGuide/index.asp>

A special thanks to everyone on the MMC Specific Committee for researching and creating this tool! ☞

Domestic Violence Annual Warrant Round-Up

By Kristi Ward

Each year during the month of October (Domestic Violence Awareness Month), agencies all over the country organize and participate in activities showing their commitment to break the cycle and end domestic abuse. Locally, various communities conducted trainings and events to further educate on the topic, while some held candlelight vigils to remember those affected by domestic violence. Others simply wore purple to signify their support.

The MCAPD Domestic Violence Program worked in collaboration with more than five local law enforcement agencies to clear 33 warrants, over five times as many as the previous year. In total, the annual event cleared 136 warrants, with 6 agencies reported, and 142 officers involved.

The DV Program goal is to end the abuse (physical, emotional, and sexual), break the cycle of violence, and replace it with new thinking and behaviors, which will lead to healthier relationships. In order to obtain some (or all) of the goal, the program emphasis is on offender accountability as well as victim services. With numerous resources available, 11 total orders of protection were served. ☞

Agency	Cleared Warrants	Warrant Attempts	Number of Arrests	Orders of Protection Served	Order of Protection Attempts	Number of Participants
Glendale PD	68	344	37	8	9	84
Maricopa County Adult Probation	33	29	31	1	0	27
Mesa PD	17	83	10	2	6	17
Scottsdale PD	11	8	6	0	0	9
Tolleson PD	7	25	7	0	0	5
Totals:	136	489	91	11	15	142



Kayla Harrison: Spotlight on Success

By Tony Bidonde

In closing this calendar year, I wanted to end on a positive note. I came across an article on the National Center for Victims of Crime website (<http://victimsofcrime.org/>), which caught my interest for two reasons: judo and the success of a victim.¹

Kayla Harrison was born July 2, 1990, in Middleton, Ohio. She was introduced to the sport of judo at age six by her mother, a black belt herself.² At age eight, she began training with Daniel Doyle. At thirteen, Doyle, who had become a trusted family friend, betrayed that trust and began sexually abusing Kayla for the next three years. Depressed, suicidal and confused, Kayla eventually confided in Aaron Handy, a judoka himself, who would eventually become her fiancé.

In order to start a new life, her family moved to Boston, Massachusetts, so Kayla could train with Jimmy Pedro, a champion judoka and coach.³ In the 2012 Summer Olympics, Kayla became the first American woman to win the gold medal in the sport of judo for the United States.

Kayla Harrison reached a level of success few of us will ever experience. However, it is not success just because of the athletic achievement. Kayla did not accomplish this feat by herself; she had the support of her family, friends, and coaches.

We are a small group of people working toward one goal, the betterment of our community. What we do in Maricopa County Adult Probation and Victim Services matters. We might be lending a hand to the next Kayla Harrison through our services that we provide to victims. Keep up the great work!

1-National Center for Victims of Crime, 2-Wikipedia, 3- Reuters News Agency (August 2012) - Safe4Athletes (August 2012). ☞

Cynthia Stevens Promoted to Division Director

By Audrey O'Donnell

Congratulations to Cynthia Stevens for being promoted to division director. She started in her new position on December 10, 2012, with responsibility over the Presentence Division. Her office is located in the West Court Building of the Downtown Superior Court Complex. Cynthia began her career with Adult Probation nine years ago as a standard officer at BCB. She has been a supervisor for the last five years, most recently over a sex offender unit at WRC.



Division Director Cynthia Stevens

Cynthia has served on several committees and work groups during her time with the Department including the Mid-range Mid-Managers Committee, officer resource guide project, and revising the sex offender policy. She was one of the lead supervisors over the sex offender GPS program, and has worked to implement and design a new GPS protocol for the Sex Offender Division. Cynthia also facilitated trainings for officers on searching sex offenders' computers for inappropriate material. In her free time, she enjoys spending time with her family, scrapbooking and taking frequent trips to Disneyland.

As Cynthia begins her new position, she is looking forward to learning about the Presentence Division and working with the wonderful group of people there. She is excited to lead at a new level and take on new challenges. ☞

Sex Offenders and the USMS-Child Predator Apprehension Team

By Cathy Wyse and Jeff Fischer

Sex offenders in warrant status pose a significant risk to public safety. Needless to say, the location and apprehension of sex offender warrant cases is a priority for our Department, the Court, and the community. Last fiscal year, our Fugitive Apprehension Unit (FAU) in collaboration with other law enforcement agencies achieved substantial success in clearing sex offender warrants and mitigating this risk to the community.

The Arizona Wanted Violent Offender Task force is composed of law enforcement agencies from the local, state, and national levels, and is coordinated by the U.S. Marshals. The Arizona Wanted Task Force is divided into three multi-agency teams, one serving the East Valley, one serving the West Valley, and the Child Predator Apprehension Team, which focuses on sex offenders county and state-wide. FAU officers, who have been deputized as U.S. marshals, are assigned to each of these three teams. Working with a task force leverages resources and provides access to a law enforcement network that reaches across the state and extends nationwide, and even includes international liaisons.

Last year FAU decided to centralize all of the Adult Probation sex offender warrants with one FAU officer, Jeff Fischer, who is assigned to the U.S. Marshals Child Predator Apprehension Team (CPAT). Other members of CPAT include two U.S. marshals, two Arizona Department of Public Safety detectives, an officer from the Arizona Department of Corrections, and a detective from the Buckeye Police Department. Jeff takes his Adult Probation sex offender warrants to CPAT and together the team develops an apprehension plan. This universal team effort has proven quite advantageous in various situations. For example, CPAT received information that a probation absconder may be heading for another state where he had relatives. Within just a few days, the absconder was located in the other state, arrested, and extradited back to Arizona.

In fiscal year 2012 Adult Probation brought 166 sex offender warrants to CPAT and 147 of these warrants were closed, for an impressive closure rate of 89%. ☞

Garfield Turkey Feast

By Janet Kasha

It was another successful year for the Garfield Turkey Feast held on November 15, 2012, at the Garfield Probation Center! This was the 17th annual Thanksgiving dinner provided to the residents of the surrounding Garfield neighborhood. Lots of food, music, and fun were experienced by all! Santa Claus made a surprise visit and handed out many gifts and candy to the children. A local resident as well as a staff volunteer each won a nice gift basket.

As we organize and participate in this event each year, we are reminded that Adult Probation collaborates effectively with outside agencies and individuals and that Adult Probation has a positive impact in our communities. There are several outside agencies to thank for their assistance and participation in making this a successful event. The City of Phoenix, Magic Smiles Dental Care, Chicanos Por La Causa, and Catholic Social Services all sent representatives to give out information to the community members in an effort to reach out to the public. Their participation was greatly received and appreciated.

The AZPOA, Safeway, Celebrate Recovery Church, Aurora hospital, and St. Mary's Community Kitchen Program all contributed to the preparation for the feast. In addition, many probation staff, their family members, and the probationers living at the Garfield Center assisted in the set up, serving food, crowd control, clean-up, and as Santa helpers. It was truly a team effort! Everyone involved walked away feeling good about their contributions to this important event.

Thank you to all probation staff for your generosity in donating toys for the children. A special thanks to the Garfield staff who were involved in the planning and getting the building ready for the big day! You guys are awesome!

Happy Holidays to all! ☺



From left: Kristi Wimmer and Leslie Ebratt



From left: Saul Schoon, Donna Vittori, Mike Cimino, Cynthia Stevens, and Ted Milham



From left: Samantha Ott, Kristen Hunt, Alyson Popalardo, and Katie Steninger



Chief Barbara Broderick Added to the Salute Pillar of Honor

By Audrey O'Donnell

On Wednesday, December 5, 2012, Chief Barbara Broderick was added to the Salute Pillar of Honor by the Maricopa County Board of Supervisors in recognition of her receipt of the 2011 Dan Richard Beto Award. The Salute Pillar honors those employees who have provided exceptional service and received national recognition for their work as a Maricopa County employee. Chief Barbara Broderick received the 2011 Dan Richard Beto Award from the National Association of Probation Executives for her sustained and distinguished service to the probation profession. County Manager Tom Manos said at the ceremony, "Barbara Broderick signifies what's best about public service and is dedicated to the mission of probation. She cares about each one of those probation officers and she does this for the right reason." 
(<http://youtu.be/sK3nJ6iq7O4>)



New Probation Officers

By James Sine

Please join Staff Development in welcoming our 18 new probation officers to the Department! On December 7, 2012, these officers completed five weeks of training and are ready to jump into their new assignments. All members of the class will be going to either standard field assignments or Pretrial. A very appreciate THANK YOU is due to our many adjunct faculty for their ongoing contributions to training our new officers. Another enormous THANK YOU is due to the many officers who take time to volunteer for office observations and for a field ride along. Their wide range of knowledge and experience is essential to the learning process for new officers. Congratulations and good luck to our new officers on their new adventures!! 



From left to right: Carson Heussner, Karen Pickard, Gary Metcalf, Jennifer Stone, Sue-Llem Rivera Aceves, Ha'Ani Penafiel, Debi Gilliland, Kathleen Defrees, Katrina Clark, Sinan Fazlovic, Brett Day, Matthew Blair, Megan Merker, William Cooper, Aaron Benson, Benjamin Beckhardt, and Alicia Kaufman. Not pictured is Jo Rourke

Anniversaries

20 Years

Stanley Fosdick
Mack Boatner
Michael Zaremba
Avalon Peevy

15 Years

Arliss Cook
Howard Holmes

10 Years

Lisa Stapleton
John Bishop
Elaine Fernandez
Kimberly Moran
Michael Wechselberger
Dorothy Morse
Monica Pimentel

5 Years

Alyssa Bryner
Rochelle Harlin
Donald Laws
Jacquelyn Novak

Sarah Wood
David Gonzalez
Linda Morgan



Thank you for your dedication!

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- All articles and pictures submitted for publication in *The Chronicle* are subject to acceptance and editing.
- If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication.
- Good quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified.
- All non-employees in pictures and in articles must have a signed Publications-Consent for Release of Information on file. A copy can be obtained from Kellen Stadler or Audrey O'Donnell.
- Articles submitted for *The Chronicle* may be reproduced in other publications.

Thank You to Our Contributing Writers

Barbara Broderick
 Cathy Wyse
 Lisa Roubicek
 Melissa Froderman
 Rebecca Britt
 Julie George-Klein
 Alison Cook-Davis
 Tricia O'Connor
 Shari Andersen-Head
 Dana Shepherd

Kenn Gorr
 Sandra Tom
 Jill Gondek
 Deneen Bertucci
 Kristi Ward
 Jeff Fischer
 James Sine
 Janet Kasha
 Therese Wagner
 Tony Bidonde

Top 10 Most Wanted Sex Offenders:

http://www.superiorcourt.maricopa.gov/AdultProbation/docs/top_ten_fug.pdf

Top 10 Arrested Sex Offenders:

http://www.superiorcourt.maricopa.gov/AdultProbation/docs/arrested_Top_Ten.pdf

Production Managers

Audrey O'Donnell
 602-506-9044
odonnella@apd.maricopa.gov

Kellen Stadler
 602-372-5767
stadlerk@apd.maricopa.gov

Editors

Cathy Wyse
 (602) 506-3688

Shari Andersen-Head
 (602) 372-0302

Chronicle Staff

Barbara Broderick
 Shari Andersen-Head
 Cathy Wyse
 Audrey O'Donnell
 Kellen Stadler
 Alison Cook-Davis
 Tricia O'Connor

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